101st Congress
1st Session

COMMITTEE PRINT

COMMITTEE
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CURRENT SALARY SCHEDULES OF FEDERAL OFFICERS AND EMPLOYEES TOGETHER WITH A HISTORY OF SALARY AND RETIREMENT ANNUITY ADJUSTMENTS

COMMITTEE ON POST OFFICE AND CIVIL SERVICE HOUSE OF REPRESENTATIVES

MARCH 10, 1989

Printed for the use of the Committee on Post Office and Civil Service

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PART I.—CURRENT SALARY RATES

SENIOR EXECUTIVE SERVICE

January 1, 1989

Rank:	
ES–6	$80,700
ES–5	78,600
ES–4	76,400
ES–3	74,900
ES–2	71,800
ES–1	68,700

SCHEDULES FOR THE DEPARTMENT OF MEDICINE AND SURGERY OF THE VETERANS' ADMINISTRATION

January 1, 1989

	Minimum	Maximum
SECTION 4103 SCHEDULE		
Chief Medical Director		[1] $97,206
Deputy Chief Medical Director		[2] 93,248
Associate Deputy Chief Medical Director		[3] 89,314
Assistant Chief Medical Director		[3] 86,682
Medical Director	[3] $76,990	[3] 83,818
Director of Nursing Service	[3] 76,990	[3] 83,818
Director of Podiatric Service	67,038	[3] 81,060
Director of Chaplain Service	67,038	[3] 81,060
Director of Pharmacy Service	67,038	[3] 81,060
Director of Dietetic Service	67,038	[3] 81,060
Director of Optometric Service	67,038	[3] 81,060
PHYSICIAN AND DENTIST SCHEDULE		
Director grade	67,038	[3] 82,500
Executive grade	61,900	[3] 78,891
Chief grade	57,158	74,303
Senior grade	48,592	63,172
Intermediate grade	41,121	53,460
Full grade	34,580	44,957
Associate grade	28,852	37,510
NURSE SCHEDULE		
Director grade	57,158	74,303
Assistant Director grade	48,592	63,172
Chief grade	41,121	53,460
Senior grade	34,580	44,957
Intermediate grade	28,852	37,510
Full grade	23,846	31,001
Associate grade	20,521	26,677
Junior grade	17,542	22,807

[1] Basic pay is limited by section 4107(d) of title 38 of the United States Code to the rate for level III of the Executive Schedule which is, as of the effective date of this schedule, $82,500

[2] Basic pay is limited by section 4107(d) of title 38 of the United States Code to the rate for level IV of the Executive Schedule which is, as of the effective date of this schedule, $80,700.

[3] Basic pay is limited by section 4107(d) of title 38 of the United States Code to the rate for level V of the Executive Schedule which is, as of the effective date of this schedule, $75,500.

GENERAL SCHEDULE [1]

January 1, 1989

Grade	Annual rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	$10,213	$10,555	$10,894	$11,233	$11,573	$11,773	$12,108	$12,445	$12,461	$12,780
GS-2	11,484	11,757	12,137	12,461	12,601	12,972	13,343	13,714	14,085	14,456
GS-3	12,531	12,949	13,367	13,785	14,203	14,621	15,039	15,457	15,875	16,293
GS-4	14,067	14,536	15,005	15,474	15,943	16,412	16,881	17,350	17,819	18,288
GS-5	15,738	16,263	16,788	17,313	17,838	18,363	18,888	19,413	19,938	20,463
GS-6	17,542	18,127	18,712	19,297	19,882	20,467	21,052	21,637	22,222	22,807
GS-7	19,493	20,143	20,793	21,443	22,093	22,743	23,393	24,043	24,693	25,343
GS-8	21,590	22,310	23,030	23,750	24,470	25,190	25,910	26,630	27,350	28,070
GS-9	23,846	24,641	25,436	26,231	27,026	27,821	28,616	29,411	30,206	31,001
GS-10	26,261	27,136	28,011	28,886	29,761	30,636	31,511	32,386	33,261	34,136
GS-11	28,852	29,814	30,776	31,738	32,700	33,662	34,624	35,586	36,548	37,510
GS-12	34,580	35,733	36.886	38,039	39,192	40,345	41,498	42,651	43,804	44,957
GS-13	41,121	42,492	43,863	45,234	46,605	47,976	49,347	50,718	52,089	53,460
GS-14	48,592	50,212	51,832	53,452	55,072	56,692	58,312	59,932	61,552	63,172
GS-15	57,158	59,063	60,968	62,873	64,778	66,683	68,588	70,493	72,398	74,303
GS-16	67,038	69,273	71,508	73,743	75,473	[1] 76,678	[1] 78,869	[1] 81,060	[1] 82,500	.....
GS-17	[1] 76,990	[1] 79,556	[1] 82,122	[1] 82,500	[1] 83,818	.....	.....	.....	.....	.....
GS-18	[1] 86,682	.....	.....	.....	.....	.....	.....	.....	.....	.....

[1] Basic pay is limited by section 5308 of title 5 of the United States Code to the rate for level V of the Executive Schedule, which is, as of the effective date of this schedule, $75,500.

FOREIGN SERVICE SCHEDULE

January 1, 1989

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	$57,158	$46,315	$37,529	$30,410	$24,641	$22,028	$19,693	$17,605	$15,738
2	58,873	47,704	38,655	31,322	25,380	22,689	20,284	18,133	16,210
3	60,639	49,136	39,815	32,262	26,142	23,370	20,892	18,677	16,696
4	62,458	50,610	41,009	33,230	26,926	24,071	21,519	19,237	17,197
5	64,332	52,128	42,239	34,227	27,734	24,793	22,165	19,815	17,713
6	66,262	53,692	43,506	35,254	28,566	25,536	22,830	20,409	18,245
7	68,250	55,303	44,812	36,311	29,423	26,303	23,514	21,021	18,792
8	70,297	56,962	46,156	37,400	30,305	27,092	24,220	21,652	19,356
9	72,406	58,670	47,541	38,522	31,214	27,904	24,947	22,301	19,936
10	74,303	60,431	48,967	39,678	32,151	28,742	25,695	22,971	20,535
11	74,303	62,243	50,436	40,868	33,115	29,604	26,466	23,660	21,151
12	74,303	64,111	51,949	42,095	34,109	30,492	27,260	24,369	21,785
13	74,303	66,034	53,507	43,357	35,132	31,407	28,078	25,101	22,439
14	74,303	68,015	55,113	44,658	36,186	32,349	28,920	25,854	23,112

POSTAL SERVICE (PS) SCHEDULE

FULL-TIME ANNUAL RATES

RSC P (APWU/NALC) EFFECTIVE JANUARY 14, 1989 (PP 3-89)

PS GRADE		A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
1	Basic	15,769	17,694	19,622	22,094	22,291	22,488	22,685	22,879	23,076	23,272	23,469	23,666	23,860	24,057	24,254
	COLA	1,810	1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base	17,579	19,504	21,432	24,299	24,496	24,693	24,890	25,084	25,281	25,477	25,674	25,871	26,065	26,262	26,459
2	Basic	16,094	18,067	20,037	22,569	22,781	22,993	23,205	23,420	23,632	23,845	24,057	24,269	24,484	24,696	24,908
	COLA	1,810	1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base	17,904	19,877	21,847	24,774	24,986	25,198	25,410	25,625	25,837	26,050	26,262	26,474	26,689	26,901	27,113
3	Basic	16,442	18,465	20,489	23,082	23,312	23,543	23,770	24,001	24,228	24,459	24,689	24,917	25,147	25,378	25,605
	COLA	1,810	1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base	18,252	20,275	22,299	25,287	25,517	25,748	25,975	26,206	26,433	26,664	26,894	27,122	27,352	27,583	27,810
4	Basic		18,901	20,978	23,640	23,887	24,135	24,383	24,631	24,879	25,127	25,378	25,626	25,873	26,121	26,369
	COLA		1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base		20,711	22,788	25,845	26,092	26,340	26,588	26,836	27,084	27,332	27,583	27,831	28,078	28,326	28,574
5	Basic		20,440	22,576	24,244	24,510	24,778	25,043	25,311	25,577	25,845	26,113	26,378	26,647	26,912	27,180
	COLA		1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base		22,250	24,386	26,449	26,715	26,983	27,248	27,516	27,782	28,050	28,318	28,583	28,852	29,117	29,385
6	Basic		22,075	23,176	24,893	25,183	25,473	25,762	26,052	26,342	26,631	26,921	27,211	27,503	27,793	28,083
	COLA		1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base		23,885	24,986	27,098	27,388	27,678	27,967	28,257	28,547	28,836	29,126	29,416	29,708	29,998	30,288
7	Basic		22,695	23,829	25,598	25,911	26,221	26,534	26,848	27,158	27,471	27,781	28,094	28,407	28,717	29,030
	COLA		1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base		24,505	25,639	27,803	28,116	28,426	28,739	29,053	29,363	29,676	29,986	30,299	30,612	30,922	31,235
8	Basic				26,353	26,693	27,031	27,369	27,709	28,047	28,385	28,722	29,063	29,401	29,738	30,079
	COLA				2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base				28,558	28,898	29,236	29,574	29,914	30,252	30,590	30,927	31,268	31,606	31,943	32,284
9	Basic				27,178	27,544	27,910	28,277	28,640	29,006	29,372	29,738	30,104	30,471	30,837	31,203
	COLA				2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base				29,383	29,749	30,115	30,482	30,845	31,211	31,577	31,943	32,309	32,676	33,042	33,408
10	Basic				28,047	28,443	28,835	29,231	29,627	30,020	30,415	30,811	31,204	31,600	31,995	32,388
	COLA				2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base				30,252	30,648	31,040	31,436	31,832	32,225	32,620	33,016	33,409	33,805	34,200	34,593

STEP INCREASE WAITING PERIODS (IN WEEKS)

Steps (From-To) = >	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grades 1 - 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 7	--	96	44	44	44	44	44	44	44	34	34	26	26	24
Grades 8 - 10	--	--	--	52	44	44	44	44	44	34	34	26	26	24

EXECUTIVE AND ADMINISTRATIVE SCHEDULE (EAS)
STEP SCHEDULE
EFFECTIVE NOVEMBER 5, 1988 (PP 24-88)

RSC E

EAS GRADE		1	2	3	4	5	6	7	8	9	STEP INCR.
1	Basic	16,247	16,655	17,063	17,471	17,879	18,287	18,695	19,103	19,511	408
	COLA	936	936	936	936	936	936	936	936	936	
	Base	17,183	17,591	17,999	18,407	18,815	19,223	19,631	20,039	20,447	
2	Basic	16,858	17,287	17,716	18,145	18,574	19,003	19,432	19,861	20,290	429
	COLA	936	936	936	936	936	936	936	936	936	
	Base	17,794	18,223	18,652	19,081	19,510	19,939	20,368	20,797	21,226	
3	Basic	17,476	17,929	18,382	18,835	19,288	19,741	20,194	20,647	21,100	453
	COLA	936	936	936	936	936	936	936	936	936	
	Base	18,412	18,865	19,318	19,771	20,224	20,677	21,130	21,583	22,036	
4	Basic	18,254	18,738	19,222	19,706	20,190	20,674	21,158	21,642	22,126	484
	COLA	936	936	936	936	936	936	936	936	936	
	Base	19,190	19,674	20,158	20,642	21,126	21,610	22,094	22,578	23,062	
5	Basic	18,952	19,459	19,966	20,473	20,980	21,487	21,994	22,501	23,008	507
	COLA	936	936	936	936	936	936	936	936	936	
	Base	19,888	20,395	20,902	21,409	21,916	22,423	22,930	23,437	23,944	
6	Basic	19,687	20,225	20,763	21,301	21,839	22,377	22,915	23,453	23,991	538
	COLA	936	936	936	936	936	936	936	936	936	
	Base	20,623	21,161	21,699	22,237	22,775	23,313	23,851	24,389	24,927	
7	Basic	20,351	20,951	21,551	22,151	22,751	23,351	23,951	24,551	25,151	600
	COLA	936	936	936	936	936	936	936	936	936	
	Base	21,287	21,887	22,487	23,087	23,687	24,287	24,887	25,487	26,087	
8	Basic	21,252	21,887	22,522	23,157	23,792	24,427	25,062	25,697	26,332	635
	COLA	936	936	936	936	936	936	936	936	936	
	Base	22,188	22,823	23,458	24,093	24,728	25,363	25,998	26,633	27,268	
9	Basic	22,145	22,818	23,491	24,164	24,837	25,510	26,183	26,856	27,529	673
	COLA	936	936	936	936	936	936	936	936	936	
	Base	23,081	23,754	24,427	25,100	25,773	26,446	27,119	27,792	28,465	
10	Basic	23,040	23,748	24,456	25,164	25,872	26,580	27,288	27,996	28,704	708
	COLA	936	936	936	936	936	936	936	936	936	
	Base	23,976	24,684	25,392	26,100	26,808	27,516	28,224	28,932	29,640	
11	Basic	24,248	25,006	25,764	26,522	27,280	28,038	28,796	29,554	30,312	758
	COLA	936	936	936	936	936	936	936	936	936	
	Base	25,184	25,942	26,700	27,458	28,216	28,974	29,732	30,490	31,248	
12	Basic	25,015	25,851	26,687	27,523	28,359	29,195	30,031	30,867	31,703	836
	COLA	936	936	936	936	936	936	936	936	936	
	Base	25,951	26,787	27,623	28,459	29,295	30,131	30,967	31,803	32,639	
13	Basic	26,071	26,950	27,829	28,708	29,587	30,466	31,345	32,224	33,103	879
	COLA	936	936	936	936	936	936	936	936	936	
	Base	27,007	27,886	28,765	29,644	30,523	31,402	32,281	33,160	34,039	
14	Basic	27,298	28,231	29,164	30,097	31,030	31,963	32,896	33,829	34,762	933
	COLA	936	936	936	936	936	936	936	936	936	
	Base	28,234	29,167	30,100	31,033	31,966	32,899	33,832	34,765	35,698	
15	Basic	28,653	29,643	30,633	31,623	32,613	33,603	34,593	35,583	36,573	990
	COLA	936	936	936	936	936	936	936	936	936	
	Base	29,589	30,579	31,569	32,559	33,549	34,539	35,529	36,519	37,509	
16	Basic	29,839	30,881	31,923	32,965	34,007	35,049	36,091	37,133	38,175	1,042
	COLA	936	936	936	936	936	936	936	936	936	
	Base	30,775	31,817	32,859	33,901	34,943	35,985	37,027	38,069	39,111	
17	Basic	31,066	32,225	33,384	34,543	35,702	36,861	38,020	39,179	40,338	1,159
	COLA	936	936	936	936	936	936	936	936	936	
	Base	32,002	33,161	34,320	35,479	36,638	37,797	38,956	40,115	41,274	
18	Basic	32,551	33,778	35,005	36,232	37,459	38,686	39,913	41,140	42,367	1,227
	COLA	936	936	936	936	936	936	936	936	936	
	Base	33,487	34,714	35,941	37,168	38,395	39,622	40,849	42,076	43,303	
19	Basic	34,047	35,342	36,637	37,932	39,227	40,522	41,817	43,112	44,407	1,295
	COLA	936	936	936	936	936	936	936	936	936	
	Base	34,983	36,278	37,573	38,868	40,163	41,458	42,753	44,048	45,343	

EXECUTIVE & ADMINISTRATIVE SCHEDULE (EAS)

NON-STEP SCHEDULE

RSC E — EFFECTIVE NOVEMBER 5, 1988 (PP 24-88)

EAS GRADE		MINIMUM	MIDPOINT	MAXIMUM
20	Basic	35,205	41,117	47,029
	COLA	936	936	936
	Base	36,141	42,053	47,965
21	Basic	36,868	43,107	49,345
	COLA	936	936	936
	Base	37,804	44,043	50,281
22	Basic	38,615	45,196	51,777
	COLA	936	936	936
	Base	39,551	46,132	52,713
23	Basic	40,429	47,389	54,349
	COLA	936	936	936
	Base	41,365	48,325	55,285
24	Basic	42,290	49,686	57,082
	COLA	936	936	936
	Base	43,226	50,622	58,018
25	Basic	44,284	52,103	59,922
	COLA	936	936	936
	Base	45,220	53,039	60,858
26	Basic	46,702	54,634	62,565
	COLA	936	936	0
	Base	47,638	55,570	62,565
27	Basic	49,174	57,299	65,424
	COLA	936	936	0
	Base	50,110	58,235	65,424

NOTE: An employee with a basic salary of $62,565 or more does not receive COLA. If an employee has a basic salary of less than $62,565, the base salary including COLA cannot exceed $62,565.

EXECUTIVE, LEGISLATIVE AND JUDICIAL SALARIES

Position	Salary rate payable Jan. 1, 1989
President of the United States	[1] $200,000
Vice President of the United States	[2] 115,000
Members of Congress, including the Resident Commissioner from Puerto Rico and the Delegates from the District of Columbia, Guam, and the Virgin Islands	[2] 89,500
Speaker of the House of Representatives	[2] 115,000
President pro tempore of the Senate	[2] 99,500
Majority and minority leaders of the Senate	[2] 99,500
Majority and minority leaders of the House of Representatives	[2] 99,500
Other offices in the legislative branch:	
Comptroller General of the United States	[2] 89,500
Deputy Comptroller General of the United States	[2] 82,500
General Counsel of the United States General Accounting Office	[2] 80,700
Librarian of Congress	[2] 82,500
Public Printer	[2] 80,700
Architect of the Capitol	[3] 82,500
Chief Justice of the United States	[2] 115,000
Associate Justices of the Supreme Court	[2] 110,000
Judges, Circuit Court of Appeals	[2] 95,000
Judges, District Courts	[2] 89,500
Judges, Court of Int'l Trade	[2] 89,500
Judges, Claims Court	[2] 89,500
Judges, Bankruptcy	[2 6] 82,340
Offices and positions under the Federal executive salary schedule in subch. II of ch. 53 of title 5 of the United States Code:	
Level I	[2] 99,500
Level II	[2] 89,500
Level III	[2] 82,500
Level IV	[2] 80,700
Level V	[2] 75,500
Governors, Board of Governors, U.S. Postal Service	[4 5] 10,000

[1] Statutory authority: Public Law 91-1 (Jan. 17, 1969).

[2] Statutory authority: Public Law 90-206 (Dec. 16, 1967) and Public Law 94-82 (Aug. 9, 1975).

[3] Statutory authority: Public Law 96-146 (Dec. 15, 1979) and Public Law 94-82 (Aug. 9, 1975).

[4] Statutory authority: 39 U.S.C. 202(a).

[5] Plus $300 per day for each meeting up to 30 per year.

[6] Pursuant to section 407 of Public Law 100-202, the rate of pay for Bankruptcy Judges is 92 percent of the rate of pay for District Court Judges.

PART II.—HISTORY OF SALARY ADJUSTMENTS

THE PRESIDENT

Year	Amount	Statutory authority
1789	$25,000	Act of Sept. 24, 1789, 1 Stat. 72. Act of Feb. 18, 1793, 1 Stat. 318.
1873	50,000	Act of Mar. 3, 1873, 17 Stat. 486.
1909	75,000	Public Law 60-326, Mar. 4, 1909, 35 Stat. 859.
1949	100,000	Public Law 81-2, Jan. 19, 1949, 63 Stat. 4.
1969	200,000	Public Law 91-1, Jan. 17, 1969, 83 Stat. 3.

THE VICE PRESIDENT

Year	Amount	Statutory authority
1789	$5,000	Act of Sept. 24, 1789, Stat. 72. Act of Feb. 18, 1793, 1 Stat. 318.
1853	8,000	Act of Mar. 3, 1853, 10 Stat. 212.
1873	10,000	Act of Mar. 3, 1873, 17 Stat. 486.
1874	8,000	Act of Jan. 20, 1874, 18 Stat. (part 3) 4.
1907	12,000	Sec. 4, Public Law 59-129, Feb. 26, 1907, 34 Stat. 993.
1925	15,000	Sec. 4, Public Law 68-624, Mar. 4, 1925, 43 Stat. 1301.
1946	20,000	Sec. 601, Public Law 79-601, Aug. 2, 1946, 60 Stat. 850.
1949	30,000	Sec. 1, Public Law 81-2, Jan. 19, 1949, 63 Stat. 4.
1955	35,000	Sec. 4, Public Law 84-9, Mar. 2, 1955, 69 Stat. 11.
1964	43,000	Public Law 88-426, Aug. 14, 1964, 78 Stat. 422.
1969	62,500	Public Law 91-67, Sept. 14, 1969, 83 Stat. 107.
1975	65,600	Oct. 1, 1975.*
1976	[1] 68,800	Oct. 1, 1976.*
1977	75,000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978	[2] 79,100	Oct. 1, 1978.*
1979	[3] 84,700	Oct. 1, 1979.*
1980	[4] 92,400	Oct. 1, 1980.*
1981	[5] 96,800	Oct. 1, 1981.*
1982	[6] 100,700	Oct. 1, 1982.*
1984	[7] 94,600	Jan. 1, 1984.*
1985	97,900	Jan. 1, 1985.*
1987	100,800	Jan. 1, 1987.*
1987	115,000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642. Mar. 1, 1987.

*Automatic adjustment, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.

[1] Payment of salary limited to $65,600 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440 (Oct. 1, 1976).

[2] Payment of salary limited to $75,000 pursuant to Legislative Branch Appropriation Act, 1979, Public Law 95-391.

[3] Payment of salary limited to $79,125 pursuant to sec. 101(c) of Public Law 96-86 (Oct. 12, 1979).

[4] Payment of salary limited to $79,125 pursuant to sec. 101(c) of Public Law 96-536 (Dec. 16, 1980).

[5] Payment of salary limited to $79,125 pursuant to sec. 101(g) of Public Law 97-92 (Dec. 15, 1981).

[6] Payment of salary limited to $91,000 pursuant to sec. 129 of Public Law 97-377 (Dec. 21, 1982).

[7] See discussion of Public Law 98-51 (July 14, 1983) on p. 36.

Public Law 81-2, January 19, 1949, 63 Stat. 4, granted the President an annual tax exempt expense allowance of $50,000, and the Vice President an annual allowance of $10,000, "to assist in defraying expenses relating to or resulting from the discharge of his official duties." The tax exemption on these allowances was discontinued, effective January 20, 1953, by section 619, Public Law 82-183, the Revenue Act of 1951.

Economy legislation in effect in 1932-35 reduced the Vice President's salary by 15 percent, 10 percent, and 5 percent successively during that period. Full salary was restored on April 1, 1935.

RETIREMENT

Each former President is entitled to receive for the remainder of his life a monetary allowance at a rate per annum which is equal to the annual rate of basic pay of the head of an Executive department (currently $99,500) (see sec. 6, Public Law 91-658) and the widow of a President is entitled to receive a pension of $20,000 per annum if she waives the right to any Federal annuity or pension and does not remarry before age 60 (3 U.S.C. 102, note). Participation in the civil service retirement system (5 U.S.C. 8331-8351) or the Federal Employees' Retirement System (5 U.S.C. ch. 84) is available to the Vice President.

SPEAKER OF THE HOUSE

Year	Amount	Statutory authority
1789	*$12	Act of Sept. 22, 1789, 1 Stat. 71.
1816	3,000	Act of Mar. 19, 1816, 3 Stat. 257.
1818	*16	Act of Jan. 22, 1818, 3 Stat. 404.
1856	6,000	Act of Aug. 16, 1856, 11 Stat. 48.
1866	8,000	Act of July 28, 1866, 14 Stat. 323.
1873	10,000	Act of Mar. 3, 1873, 17 Stat. 486.
1874	8,000	Act of Jan. 20, 1874, 18 Stat. (part 3) 4.
1907	12,000	Sec. 4, Public Law 59-129, Feb. 26, 1907, 34 Stat. 994.
1925	15,000	Sec. 4, Public Law 68-624, Mar. 4, 1925, 43 Stat. 1301.
1946	20,000	Sec. 601, Public Law 79-601, Aug. 2, 1946, 60 Stat. 850.
1949	30,000	Sec. 1, Public Law 81-2, Jan. 19, 1949, 63 Stat. 481.
1955	35,000	Sec. 4, Public Law 84-9, Mar. 2, 1955, 69 Stat. 11.
1965	43,000	Sec. 204, Public Law 88-426, Aug. 14, 1964, 78 Stat. 415, effective Jan. 3, 1965.
1969	62,500	Public Law 91-67, Sept. 15, 1969, 83 Stat. 107, effective Mar. 1, 1969.
1975	65,600	Automatic adjustment, Oct. 1, 1975.†
1976	[1] 68,800	Automatic adjustment, Oct. 1, 1976.†
1977	75,000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978	[2] 79,100	Automatic adjustment, Oct. 1, 1978.†
1979	[3] 74,700	Automatic adjustment, Oct. 1, 1979.†
1980	[4] 92,400	Automatic adjustment, Oct. 1, 1980.†
1981	[5] 96,800	Automatic adjustment, Oct. 1, 1981.†
1982	[6] 100,700	Automatic adjustment, Oct. 1, 1982.†
1984	[7] 94,600	Automatic adjustment, Oct. 1, 1984.†
1985	97,900	Automatic adjustment, Jan. 1, 1985.†
1987	100,800	Automatic adjustment, Jan. 1, 1987.†
1987	115,000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642. Mar. 1, 1987.

*Per day in session. †Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.

[1] Payment of salary limited to $65,600 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440 (Oct. 1, 1976).

[2] Payment of salary limited to $75,000 pursuant to the Legislative Branch Appropriation Act, 1979, Public Law 95-391 (Sept. 30, 1978).

[3] Payment of salary limited to $79,125 pursuant to sec. 101(c) of Public Law 96-86 (Oct. 12, 1979).

[4] Payment of salary limited to $79,125 pursuant to sec. 101(c) of Public Law 96-536 (Dec. 16, 1980).

[5] Payment of salary limited to $79,125 pursuant to sec. 101(g) of Public Law 97-92 (Dec. 15, 1981).

[6] Payment of salary limited to $91,000 pursuant to sec. 129 of Public Law 97-377 (Dec. 21, 1982).

[7] See discussion of Public Law 98-51 (July 14, 1983) on p. 36.

ALLOWANCE

$10,000 expense allowance (taxable) to assist defraying expenses relating to official duties (2 U.S.C. 31b).

PRESIDENT PRO TEMPORE OF THE SENATE

Year	Amount	Statutory authority
1969	$42,500	Same as rate for other Members prior to 1969 except when there is no Vice President, then same rate as for Vice President (2 U.S.C. 32)
1969	49,500	Public Law 91-67, Sept. 15, 1969, 83 Stat. 107, effective Mar. 1, 1969.
1975	52,000	Automatic adjustment, Oct. 1, 1975, Public Law 94-82, Aug. 9, 1975. 89 Stat. 419.
1976	[1] 54,500	Automatic adjustment, Oct. 1, 1976, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1977	65,000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978	[2] 68,600	Automatic adjustment, Oct. 1, 1978, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1979	[3] 73,400	Automatic adjustment, Oct. 1, 1979, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1980	[4] 80,100	Automatic adjustment, Oct. 1, 1980, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1981	[5] 83,900	Automatic adjustment, Oct. 1, 1981, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1982	[6] 87,300	Automatic adjustment, Oct. 1, 1982, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1984	[7] 82,100	Automatic adjustment, Jan. 1, 1984, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1985	85,000	Automatic adjustment, Jan. 1, 1985, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1987	87,600	Automatic adjustment, Jan. 1, 1987, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1987	99,500	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642. Mar. 1, 1987.

[1] Payment of salary limited to $52,000 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440 (Oct. 1, 1976).

[2] Payment of salary limited to $65,000 pursuant to the Legislative Branch Appropriation Act, 1979, Public Law 95-391 (Sept. 30, 1978).

[3] Payment of salary limited to $68,575 pursuant to sec. 101(c) of Public Law 96-86 (Oct. 12, 1979).

[4] Payment of salary limited to $68,575 pursuant to sec. 101(c) of Public Law 96-536 (Dec. 16, 1980).

[5] Payment of salary limited to $68,575 pursuant to sec. 101(g) of Public Law 97-92 (Dec. 15, 1981).

[6] Payment of salary limited to $68,575 pursuant to sec. 129 of Public Law 97-377 (Dec. 21.1982). Pursuant to sec. 908(d) of Public Law 98-63 (July 30, 1983), the rate of pay was increased to $78,900 effective July 1, 1983.

[7] See discussion of Public Law 98-51 (July 14, 1983) on p. 36.

MAJORITY AND MINORITY LEADERS OF HOUSE AND SENATE

Year	Amount	Statutory authority
1965	$30,000	Same as rate for other Members prior to 1965.
1965	35,000	Sec. 11(e), Public Law 89-301, Oct. 29, 1965, 79 Stat. 1120, effective Oct. 1, 1965.
1969	49,500	Public Law 91-67, Sept. 15, 1969, 83 Stat. 107, effective Mar. 1, 1969.
1975	52,000	Automatic adjustment, Oct. 1, 1975, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1976	[1] 54,500	Automatic adjustment, Oct. 1, 1976, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1977	65,000	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978	[2] 68,600	Automatic adjustment, Oct. 1, 1978, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1979	[3] 73,400	Automatic adjustment, Oct. 1, 1979, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1980	[4] 80,100	Automatic adjustment, Oct. 1, 1980, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1981	[5] 83,900	Automatic adjustment, Oct. 1, 1981, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1982	[6] 87,300	Automatic adjustment, Oct. 1, 1982, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1984	[7] 82,100	Automatic adjustment, Jan. 1, 1984, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1985	85,000	Automatic adjustment, Jan. 1, 1985, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1987	87,600	Automatic adjustment, Jan. 1, 1987, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1987	99,500	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642. Mar. 1, 1987.

[1] Payment of salary limited to $52,000 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440 (Oct. 1, 1976).

[2] Payment of salary limited to $65,000 pursuant to the Legislative Branch Appropriation Act, 1979, Public Law 95-391 (Sept. 30, 1978).

[3] Payment of salary limited to $68,575 pursuant to sec. 101(c) of Public Law 96-86 (Oct. 12, 1979).

[4] Payment of salary limited to $68,575 pursuant to sec. 101(c) of Public Law 96-536 (Dec. 16, 1980).

[5] Payment of salary limited to $68,575 pursuant to sec. 101(g) of Public Law 97-92 (Dec. 15, 1981).

[6] Payment of salary limited, in the case of the House to $78,900, and in the case of the Senate to $68,575, pursuant to sec. 129 of Public Law 97-377 (Dec. 21, 1982). Pursuant to sec. 908(d) of Public Law 98-63 (July 30, 1983), the rate of pay in the case of the Senate was increased to $78,900, effective July 1, 1983.

[7] See discussion of Public Law 98-51 (July 14, 1983) on p. 36.

MEMBERS OF CONGRESS [1]

Year	Amount	Statutory authority
1856	$3,000	Act of Aug. 16, 1856, 11 Stat. 48.
1857	[2] 250	Act of Dec. 23, 1857, 11 Stat. 367.
1866	5,000	Act of July 28, 1866, 14 Stat. 323.
1873	7,500	Act of Mar. 3, 1873, 17 Stat. 486.
1874	5,000	Act of Jan. 20, 1874, 18 Stat. (part 3) 4.
Mar. 4, 1907	7,500	Sec. 4, Public Law 59-129, Feb. 26, 1907, 34 Stat. 993.
Mar. 4, 1925	10,000	Sec. 4, Public Law 68-624, Mar. 4, 1925, 43 Stat. 1301.
Jan. 3, 1947	12,500	Sec. 601(a), Public Law 79-610, act of Aug. 2, 1946, 60 Stat. 850.
Mar. 1, 1955	22.500	Sec. 4(a), Public Law 84-9, act of Mar. 2, 1955, 69 Stat. 11.
Jan. 3, 1965	30,000	Sec. 204, Public Law 88-426, act of Aug. 14, 1964, 78 Stat. 415.
Mar. 1, 1969	42,500	Recommendations of President under sec. 225, Public Law 90-206. Dec. 16, 1967, 81 Stat. 642.
1975	44,600	Automatic adjustment, Oct. 1, 1975, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1976	[3] 46,800	Automatic adjustment, Oct. 1, 1976, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1977	57,500	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642.
1978	[4] 60,700	Automatic adjustment, Oct. 1, 1978, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1979	[5] 65,000	Automatic adjustment, Oct. 1, 1979, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1980	[6] 70,900	Automatic adjustment, Oct. 1, 1980, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1981	[7] 74,300	Automatic adjustment, Oct. 1, 1981, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1982	[8] 77,300	Automatic adjustment, Oct. 1, 1982, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1984	[9] 72,600	Automatic adjustment, Jan. 1, 1984, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1985	75,100	Automatic adjustment, Jan. 1, 1985, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1987	77,400	Automatic adjustment, Jan. 1, 1987, Public Law 94-82, Aug. 9, 1975, 89 Stat. 419.
1987	89,500	Recommendations of President under sec. 225, Public Law 90-206, Dec. 16, 1967, 81 Stat. 642. Mar. 1, 1987.

[1] Same rates now apply to the Resident Commissioner from Puerto Rico and the Delegates from the District of Columbia, Guam, American Samoa, and the Virgin Islands.

[2] Monthly.

[3] Payment of salary limited to $44,600 pursuant to the Legislative Branch Appropriation Act, 1977, Public Law 94-440 (Oct. 1, 1976).

[4] Payment of salary limited to $57,500 pursuant to Legislative Branch Appropriation Act, 1979, Public Law 95-391. (Sept. 30, 1978).

[5] Payment of salary limited to $60,662.50 pursuant to sec. 101(c) of Public Law 96-86 (Oct. 12, 1979).

[6] Payment of salary limited to $60,662.50 pursuant to sec. 101(c) of Public Law 96-536 (Dec. 16, 1980).

[7] Payment of salary limited to $60,662.50 pursuant to sec. 101(g) of Public Law 97-92 (Dec. 15, 1981).

[8] Payment of salary limited in the case of the House to $69,800 and in the case of the Senate to $60,662.50 pursuant to sec. 129 of Public Law 97-377 (Dec. 21, 1982). Pursuant to sec. 908(d) of Public Law 98-63 (July 30, 1983), the rate of pay for Members of the Senate was increased to $69,800, effective July 1, 1983.

[9] See discussion of Public Law 98-51 (July 14, 1983) on p. 36.

MAIL HANDLERS' SCHEDULE

FULL-TIME ANNUAL RATES

RSC M

EFFECTIVE JANUARY 14, 1989 (PP 3-89)

MH GRADE		A	B	C	(1) D	(2) E	(3) F	(4) G	(5) H	(6) I	(7) J	(8) K	(9) L	(10) M	(11) N	(12) O
3	Basic	16,683	18,707	20,731	23,330	23,560	23,791	24,018	24,249	24,479	24,707	24,937	25,165	25,395	25,626	25,853
	COLA	1,810	1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base	18,493	20,517	22,541	25,535	25,765	25,996	26,223	26,454	26,684	26,912	27,142	27,370	27,600	27,831	28,058
4	Basic		19,143	21,219	23,887	24,135	24,383	24,631	24,879	25,127	25,378	25,626	25,873	26,121	26,369	26,617
	COLA		1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base		20,953	23,029	26,092	26,340	26,588	26,836	27,084	27,332	27,583	27,831	28,078	28,326	28,574	28,822
5	Basic		20,682	22,818	24,492	24,758	25,026	25,291	25,559	25,828	26,093	26,361	26,626	26,894	27,160	27,428
	COLA		1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base		22,492	24,628	26,697	26,963	27,231	27,496	27,764	28,033	28,298	28,566	28,831	29,099	29,365	29,633
6	Basic		22,319	23,418	25,141	25,431	25,720	26,010	26,300	26,589	26,879	27,169	27,462	27,751	28,041	28,331
	COLA		1,810	1,810	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205	2,205
	Base		24,129	25,228	27,346	27,636	27,925	28,215	28,505	28,794	29,084	29,374	29,667	29,956	30,246	30,536

STEP INCREASE WAITING PERIODS (IN WEEKS)

Steps (From-To)=	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O
Grade 3	96	88	88	44	44	44	44	44	44	34	34	26	26	24
Grades 4 - 6	--	96	44	44	44	44	44	44	44	34	34	26	26	24

From 1789 to 1856, Senators and Representatives received per diem pay while Congress was in session, except for the period 1815–1817 when they received $1,500 a year. First established at $6 a day per diem was raised to $8 in 1818 and remained there until 1856 when Members of Congress were placed on annual salaries.

Economy legislation in the period 1932–35 reduced the compensation of Members of Congress 15 percent, 10 percent, and 5 percent successively during that period. Full compensation was restored April 1, 1935.

Retirement

Participation in the civil service retirement system (5 U.S.C. 8331–8351) or the Federal Employees' Retirement System (5 U.S.C. ch. 84) is available to the Members of Congress.

CABINET OFFICERS

Year	Amount	Statutory authority
1789	$3,500	Act of Sept. 11, 1789, 1 Stat. 68.
1799	5,000	Act of Mar. 2, 1799, 1 Stat. 730.
1819	6,000	Act of Feb. 20, 1819, 3 Stat. 484.
1853	8,000	Act of Mar. 3, 1853, 10 Stat. 212.
1873	10,000	Act of Mar. 3, 1873, 17 Stat. 486.
1874	8,000	Act of Jan. 20, 1874, 18 Stat. (pt. 3) 4.
1907	12,000	Sec. 4, Public Law 59–129, Feb. 26, 1907.
1925	15,000	Sec. 4, Public Law 68–624, Mar. 4. 1925.
1949	22,500	Sec. 1, Public Law 81–359, Oct. 15, 1949.
1956	25,000	Sec. 102, Public Law 84–854, July 31, 1956.
1964		(Included under level I of the Executive Schedule.)

The above rates have not applied to every job in the President's Cabinet through the years, but each rate was generally recognized as the established rate for the head of an executive department.

In 1873, the rates for top Government officials were increased, but the increases were repealed the next year.

Economy legislation effective in 1932–35 reduced rates 15 percent, 10 percent, and 5 percent successively during that period. Full salary was restored April 1, 1935.

THE EXECUTIVE SCHEDULE

Level	1964 [1]	1967 [2]	1969 [3]	1975 [6]	1976 [6]	1977 [3]
I	$35,000	([4])	[5] $60,000	$63,000	[7] $66,000	$66,000
II	30,000	([4])	42,500	44,600	[7] 46,800	57,500
III	28,500	$29,500	40,000	42,000	[6] 44,000	52,500
IV	27,000	28,750	38,000	39,900	[7] 41,800	50,000
V	26,000	28,000	36,000	37,800	[7] 39,600	47,500

	1978 [6]	1979 [6]		1980 [6]
I	[8] $69,600	[9] $74,500	($69,630.00)	[10] $81,300	($69,630.00)
II	[8] 60,700	[9] 65,000	(60,662.50)	[10] 70,900	(60,662.50)
III	[8] 55,400	[9] 59,300	(55,387.50)	[10] 64,700	(55,387.50)
IV	[8] 52,800	[9] 56,500	(52,750.00)	[10] 61,600	(52,750.00)
V	[8] 50,100	[9] 53,600	(50,112.50)	[10] 58,500	(50,112.50)

	1981 [6]	1982 [6]		1984 [6] [13]
I	[11] $85,200	($69,630.00)	[12] $88,600	($80,100.00)	$83,300
II	[11] 74,300	(60,662.50)	[12] 77,300	(69,800.00)	72,600
III	[11] 67,800	(59,500.00)	[12] 70,500	(68,400.00)	71,100
IV	[11] 64,600	(58,500.00)	67,200	.....	69,900
V	[11] 61,300	(57,500.00)	63,800	.....	66,400

	1985 [6]	1987 [6]	1987 [3]	1989
I	$86,200	$88,800	$99,500	[14] $99,500
II	75,100	77,400	89,500	[14] 89,500
III	73,600	75,800	82,500	[14] 82,500
IV	72,300	74,500	77,500	[6] 80,700
V	68,700	70,800	72,500	[6] 75,500

[1] Sec. 303, Public Law 88-426 (Aug. 14, 1964).

[2] Sec. 215, Public Law 90-206 (Dec. 16, 1967).

[3] Adjustments based on recommendations of Commission on Executive, Legislative, and Judicial Salaries, sec. 225, Public Law 90-206 (Dec. 16, 1967).

[4] No change.

[5] Public Law 93-178 (Dec. 10, 1973), reduced the rate for Attorney General Saxbe to $35,000. Level I rate for position restored effective Feb. 4, 1975, Public Law 94-2 (Feb. 18, 1975).

[6] Automatic adjustments, Public Law 94-82 (Aug. 9, 1975).

[7] Pursuant to the Legislative Branch Appropriation Act of 1977, Public Law 94-440 (Oct. 1, 1977), pay for these positions was limited to the rate in effect on Sept. 30, 1976, i.e., the 1975 rates.

[8] Pursuant to Legislative Branch Appropriation Act, 1979, Public Law 95-391, pay for these positions was limited to the rate in effect on Sept. 30, 1978, i.e., the 1977 rates.

[9] Payment of salary limited to the rate shown in parentheses pursuant to sec. 101(c) of Public Law 96-86 (Oct. 12, 1979).

[10] Payment of salary limited to the rate shown in parentheses pursuant to sec. 101(c) of Public Law 96-536 (Dec. 16, 1980).

[11] Payment of salary limited to the rate shown in parentheses pursuant to secs. 101(g) and 141 of Public Law 97-92 (Dec. 15, 1981).

[12] Payment of salary limited to the rate shown in parentheses pursuant to sec. 129 of Public Law 97-377 (Dec. 21, 1982).

[13] See discussion of Public Law 98-51 (July 14, 1983) on p. 36.

[14] Pursuant to section 620(b)(1) of Public Law 100-440 (Sept. 22, 1988), no adjustments in rates of pay were made for employees whose salaries were equal to or greater than the rate payable for level III ($82,500).

Examples of Executive Level Positions

Level I—Cabinet officers.

Level II—Deputy Secretaries of major departments, Secretaries of military departments and heads of major agencies.

Level III—Deputy Secretaries of minor departments, heads of middle level agencies.

Level IV—Assistant Secretaries and General Counsels of departments, heads of minor agencies, members of certain Boards and Commissions.

Level V—Administrators, Commissioners, Directors, and Members of Boards, Commissions, or units of agencies.

THE SENIOR EXECUTIVE SERVICE

Pay rates	July 1979	October 1979	October 1980	October 1981	October 1982	January 1984
ES–6	[1] $52,800	[2] $56,500	[3] $61,600	[4] $64,600	$67,200	$69,900
ES–5	[1] 51,450	[2] 54,662	[3] 59,604	[4] 62,950	65,500	68,150
ES–4	[1] 50,100	[2] 52,884	[3] 57,673	[4] 61,300	63,800	66,400
ES–3	48,250	51,164	[3] 55,804	[4] 59,119	61,515	64,008
ES–2	46,470	49,499	[3] 53,996	56,936	59,230	61,615
ES–1	44,756	47,889	52,247	54,755	56,945	59,223

Pay rates	January 1985	January 1987	February 1987	January 1988	January 1989
ES–6	$72,300	$74,500	$77,500	[5] $77,500	$80,700
ES–5	70,500	72,500	75,500	[5] 75,500	78,600
ES–4	68,700	70,700	73,400	[5] 73,400	76,400
ES–3	66,232	68,200	70,500	71,910	74,900
ES–2	63,764	65,700	67,600	68,952	71,800
ES–1	61,296	63,200	64,700	65,994	68,700

[1] Notwithstanding these rates, pursuant to sec. 304 of Public Law 95–391 (Sept. 30, 1978), funds are not available to pay a salary in this schedule at a rate which exceeds the rate payable for level IV of the Executive Schedule, which was $50,000.

[2] Notwithstanding these rates, pursuant to sec. 101(c) of Public Law 96–86 (Oct. 12, 1979), funds were not available to pay a salary in this schedule at a rate which exceeds the rate payable for level IV of the Executive Schedule, which was $52,750.

[3] Notwithstanding these rates, pursuant to sec. 101(c) of Public Law 96–536 (Dec. 16, 1980), funds were not available to pay a salary in this schedule at a rate which exceeds the rate payable for level IV of the Executive Schedule, which was $52,750.

[4] Notwithstanding these rates, pursuant to sec. 101(g) of Public Law 97–92 (Dec. 15, 1981), funds were not available to pay a salary in this schedule at a rate which exceeds the rate payable for level IV of the Executive Schedule, which was $58,500.

[5] Pursuant to section 108(a) of Public Law 100–202 (Dec. 22, 1987), no adjustments in rates of pay were made during fiscal year 1988 for employees whose salaries were equal to or greater than the rate payable for level V of the Executive Schedule, which was $72,500.

FEDERAL JUDGES' SALARY RATES

Year	Chief Justices of the United States	Associate Justices	Circuit court of appeals [1]	District court	Court of claims	Court of International Trade	Claims Court
1789	$4,000	$3,500					
	1 Stat. 72	1 Stat. 72					
1819	$5,000	$4,000					
	3 Stat. 484	3 Stat. 484					
1855	$6,500	$6,000			$4,000		
	10 Stat. 655	10 Stat. 655			10 Stat. 612		
1869			$5,000				
			16 Stat. 45				
1871	$8,500	$8,000	$6,000				
	16 Stat. 494	16 Stat. 494	16 Stat. 494				
1872					$4,500		
					17 Stat. 85		
1873	$10,500	$10,000					
	17 Stat. 486	17 Stat. 486					
1891				[2] $5,000			
				26 Stat. 783			
1903	$13,000	$12,500	$7,000	$6,000	[3] $6,500		
	32 Stat. 825	32 Stat. 825	32 Stat. 825	32 Stat. 825	32 Stat. 825		
1911	$15,000	$14,500					
	36 Stat. 1152	36 Stat. 1152					
1919			$8,500	$7,500	[3] $8,000		
			40 Stat. 1157	40 Stat. 1157	40 Stat. 1157		
1926 [4]	$20,500	$20,000	$12,500	$10,000	$12,500		
	44 Stat. 919	44 Stat. 919	44 Stat. 919	44 Stat. 919	44 Stat. 919		
1946	$25,500	$25,000	$17,500	$15,000	$17,500		
	60 Stat. 716	60 Stat. 716	60 Stat. 716	60 Stat. 716	60 Stat. 716		
1955	$35,500	$35,000	$25,500	$22,500	$25,500		
	69 Stat. 9	69 Stat. 9	69 Stat. 10	69 Stat. 10	69 Stat. 10		
1964	$40,000	$39,500	$33,000	$30,000	$33,000		
	78 Stat. 434	78 Stat. 434	78 Stat. 434	78 Stat. 434	78 Stat. 434		
1969 [5]	$62,500	$60,000	$42,500	$40,000	$42,500		
1975 [6]	$65,600	$63,000	$44,600	$42,000	$44,600		

FEDERAL JUDGES' SALARY RATES—Continued

Year	Chief Justices of the United States	Associate Justices	Circuit court of appeals [1]	District court	Court of claims	Court of International Trade	Claims Court
	89 Stat. 419	89 Stat. 419	89 Stat. 419	89 Stat. 419	89 Stat. 419		
1976 [6]	$68,800	$66,000	$46,800	$44,000	$46,800		
1977 [5]	75,000	72,000	57,500	54,500	57,500		
1978 [6]	[7] 79,100	[7] 76,000	[7] 60,700	[7] 57,500	[7] 60,700		
1979 [6]	84,700	81,300	65,000	61,500	65,000		
1980 [6]	92,400	88,700	70,900	67,100	70,900		
1981 [6]	96,800	93,000	74,300	70,300	74,300		
1982 [6]	100,700	96,700	77,300	73,100	[10]		[11] $65,200
1984 [8]	104,700	100,600	80,400	76,000		$76,000	[12] 67,800
1985 [9]	108,400	104,100	83,200	78,700		78,700	[12] 70,200
1987 [13]	111,700	107,200	85,700	81,100		81,100	[12] 72,300
1987 [5]	115,000	110,000	95,000	89,500		89,500	82,500
1988							[14] 89,500

[1] Circuit courts were established in 1789. The 13 judicial districts were divided into 3 circuits with 2 Justices of the Supreme Court and the district judge of the district of jurisdiction presiding (1 Stat. 74-75). Under the reorganization of the judicial system in 1869, 9 circuit judges were appointed and ordered to sit with designated Supreme Court Justices and district judges (16 Stat. 44-45). The Circuit Court of Appeals was established in 1891 (26 Stat. 826).

[2] Prior to 1891, salaries of the district judges varied among the several districts. The 13 district judgeships established in 1789 ranged in salaries from $800 to $1,800 (1 Stat. 72). An act in 1891 established a uniform salary (26 Stat. 783).

[3] Rate for presiding judge; others received $500 less.

[4] The salaries of Federal judges were unaffected by the reductions which took place during the period 1932 to 1935. Article III, section 1, of the Constitution provides that Federal judges' compensation "shall not be diminished during their continuance in office."

[5] See p. 29 for information on the Commission on Executive, Legislative, and Judicial Salaries.

[6] Automatic adjustment, Public Law 94-82 (89 Stat. 419).

[7] Pursuant to the Legislative Branch Appropriation Act of 1979, pay for these positions was limited to the rate in effect on Sept. 30, 1978, i.e., the 1977 rates.

[8] Salary increased retroactively pursuant to section 2207 of Public Law 98-369, July 18, 1984.

[9] Salary increased retroactively pursuant to Public Law 99-88, August 15, 1985.

[10] The Court of Claims was merged with the Court of Customs and Patent Appeals to form the new Court of Appeals for the Federal Circuit pursuant to Public Law 97-164 (96 Stat. 25). The Court of Claims' trial functions were transferred to the new United States Claims Court.

[11] The Claims Court judges' salary was $62,700 from October 1982 until December 18, 1982, at which time they received an automatic increase pursuant to Public Law 94-82 (89 Stat. 419).

[12] Claims Court judges are Article I judges and are not affected by section 140 of Public Law 97-92.

[13] Salaries increased effective January 1987 pursuant to Public Law 99-591, October 30, 1986.

[14] Pursuant to section 1023 of Public Law 100-702 (Nov. 19, 1988), salary rate was made equivalent to rate of pay for District Court Judges.

CLASSIFIED EMPLOYEES

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
July 1, 1945	15.9	20 percent for all employees, on 1st $1,200; 10 percent on next $3,400; 5 percent on remainder, subject to ceiling of $10,000.	79-106, June 30, 1945.
July 1, 1946	14.0	14 percent for all employees, subject to minimum increase of $250 and ceiling of $10,000.	79-390, May 24, 1946.
June 30, 1948	11.0	$330 for all employees, subject to ceiling of $10,300	80-900, July 3, 1948.
Oct. 28, 1949	4.0	$140 for all employees, subject to ceiling of $14,800	81-429, Oct. 28, 1949.
June 30, 1951	10.0	10 percent for all employees, subject to minimum increase of $300; maximum increase of $800, and ceiling of $14,800.	82-201, Oct. 24, 1951.
Feb. 28, 1955	7.5	7.5 percent for all employees, subject to ceiling of $14,800	84-94, June 28, 1955.
June 30, 1956		Ceiling of $16,000	84-854, July 31, 1956.
Jan 1. 1958	10.0	10 percent for all employees, subject to ceiling of $17,500	85-462, June 20, 1958.
July 1, 1960	7.5	7.5 percent for all employees	85-568, July 1, 1960.
Oct. 11, 1962	5.5	5.5 percent for all employees Oct. 11, 1962, plus additional step for 1st 3 grades; 4.11 percent January 1964.	87-793, Oct. 11, 1962.
Jan. 1, 1964	4.1		
July 1, 1964	4.2	4.2 percent for all employees	88-426, Aug. 14, 1964.
Oct. 1, 1965	3.6	3.6 percent for all employees	89-301, Oct. 29, 1965.
July 1, 1966	2.9	2.9 percent for all employees	89-504, July 18, 1966.
Oct. 1, 1967	4.5	4.5 percent for all employees	90-206, Dec. 16, 1967.
July 1, 1968	4.9	3 percent minimum, or ½ comparability	90-206, Dec. 16, 1967, H. Doc. 90-327.
July 1, 1969	9.1	Full comparability	H. Doc. 91-131.
Dec. 27, 1969	6.0	6 percent for all employees	91-231, Apr. 15, 1970.
Jan. 1, 1971	6.0	6 percent for all employees (annual comparability pay adjustment)	5 U.S.C. 5305.
Jan. 1, 1972	5.5	5.5 percent for all employees	92-210, Dec. 22, 1971.
Jan. 1, 1973 [1]	5.1	5.1 percent for all employees (annual comparability pay adjustment)	5 U.S.C. 5305.

CLASSIFIED EMPLOYEES—Continued

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
Oct. 1, 1974	5.5	5.5 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1975	5.0	5 percent average increase for all employees (annual comparability pay adjustment)	5 U.S.C. 5305.
Oct. 1, 1976	4.8	Increase varies from 4.24 percent to 11.83 percent (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1977	7.05	7.05 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1978	5.5	5.5 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1979	7.02	7.02 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1980	9.11	9.11 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1981	4.80	4.80 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Oct. 1, 1982	4.0	4.0 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Jan. 1, 1984	4.0	4.0 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Jan. 1, 1985	3.5	3.5 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Jan. 1, 1987	3.0	3.0 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Jan. 1, 1988	2.0	2.0 percent average increase for all employees (annual comparability pay adjustment).	5 U.S.C. 5305.
Jan. 1, 1989	4.1	4.1 percent average increase for all employees except GS–17, step 5 and GS–18 (annual comparability pay adjustment).	5 U.S.C. 5305.

[1] Effective date of Jan. 1, 1973, was subsequently changed, retroactively, to Oct. 1, 1972, by Executive Order 11777 (Apr. 12, 1974), as result of court case (*National Treasury Employees Union* v. *Richard M. Nixon*, 492 F.2d 587).

POSTAL EMPLOYEES

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
July 1, 1945	20.0	20 percent or $400, whichever is the lesser	79-134, July 6, 1945.
Jan. 1, 1946	20.0	$400 for annual rate employees; 20 cents per hour for hourly rate employees; 20 percent for 4th-class postmasters.	79-386, May 21, 1946.
June 30, 1948	25.0	$450 for annual rate employees; 25 cents per hour for hourly rate employees; 25 percent for 4th-class postmasters.	80-900, July 3, 1948.
Nov. 1, 1949	5.0	$120 for annual rate employees; 2½ cents per hour for hourly rate employees; 5 percent for 4th-class postmasters; $200 increase in entrance salary for regular employees; $100 increase in entrance salary for temporary employees; 3 longevity grades.	81-428, Oct. 28, 1949.
July 1, 1951	20.0	$400 for annual rate employees; 20 cents per hour for hourly rate employees; 20 percent for 4th-class postmasters; advancement of 2 grades for most employees.	82-204, Oct. 24, 1951.
Mar. 1, 1955	6.0	6 percent for all employees; 2.1 percent upon reclassification of positions	84-68, June 10, 1955.
Dec. 3, 1955	2.1		
Jan. 1, 1958	10.0	7½ percent for all employees; 2½-percent additional temporary increase, levels 1-6; 1½-percent additional temporary for level 7. (2½-percent temporary extended to all levels—Public Law 85-462, June 20, 1958).	85-426, May 27, 1958.
July 1, 1960	8.0	8.4 percent levels 1-6; 7½ percent above level 6	86-568, July 1, 1960.
Oct. 11, 1962	8.6	8.6 percent for all employees, plus additional step for 1st 4 levels	87-793, Oct. 11, 1962.
Jan. 1, 1964	2.6	2.6 percent for all employees	
July 1, 1964	5.6	5.6 percent for all employees	88-426, Aug. 14, 1964.
Oct. 1, 1965	3.6	3.6 percent for all employees	89-301, Oct. 29, 1965.
July 1, 1966	2.9	2.9 percent for all employees	89-504, July 18, 1966.
Oct. 1, 1967	6.0	6.0 percent for all employees, including salary 1 level advancement	90-206, Dec. 16, 1967.
July 1, 1968	5.0	5.0 percent for all employees	Do.
July 1, 1969	4.7	Full comparability	H. Doc. 91-131.
Dec. 27, 1969	6.0	6.0 percent for all employees	91-231, Apr. 15, 1970.
Apr. 16, 1970	8.0	8 percent for all employees of POD, including headquarters employees	91-375, Aug. 12, 1970.
July 20, 1971		$250 for all employees covered by the collective-bargaining agreement of July 20, 1971, including employees in levels 1-8 not covered by the agreement.	Do.
Nov. 14, 1971		do	Do.
Jan. 20, 1972		do	Do.
July 20, 1972		do	Do.
Jan. 20, 1973		do	Do.

COMMISSION ON EXECUTIVE, LEGISLATIVE, AND JUDICIAL SALARIES

Section 225, Public Law 90-206, approved December 16, 1967, 2 U.S.C. 351, authorized the appointment of a Commission on Executive, Legislative, and Judicial Salaries to serve for the period of the 1969 fiscal year, and the appointment of a new Commission to serve during the period of every fourth fiscal year following the 1969 fiscal year.

The Commission is composed of nine members, three appointed by the President, two by the President of the Senate, two by the Speaker of the House, and two by the Chief Justice of the United States.

The Commission is required to conduct quadrennial reviews of, and recommend rates of pay for, Members of Congress, the principal officials of the legislative branch, the judiciary, and the principal officials of the executive branch. The quadrennial reviews and recommendations are to be submitted to the President, who in turn, is required to include in his next budget to the Congress, his recommendations as to the exact rates of pay he deems advisable.

Prior to the enactment of Public Law 95-19, approved April 12, 1977, the President's recommendations became effective automatically, unless within approximately 30 days after the recommendations were submitted to the Congress, the Congress enacted a statute establishing different rates of pay, or one of the Houses of Congress disapproved all or any part of the recommendations.

Title IV of Public Law 95-19, the Federal Salary Act Amendments of 1977, amended section 225 to require that recommendations transmitted by the President pursuant to that section be approved within 60 days by a majority vote of both Houses in order to become effective.

Further changes in the statutory procedure were made by section 135 of Public Law 99-190 (Continuing Appropriations, Fiscal Year 1986). The changes made by section 135 include (1) requiring the Commission to submit its report to the President by December 15 of the fiscal year in which the Commission's review is conducted, and (2) providing that the President's pay recommendations shall become effective automatically at the end of the 30-day period which begins on the date they are transmitted to the Congress unless any such recommendation is disapproved by a joint resolution agreed to by the Congress before the end of that 30-day period.

Fiscal Year 1969

The Commission's study and recommendations for fiscal year 1969 were submitted to the President in December 1968, and the President, in turn, submitted his recommendations to the Congress with his budget message in January 1969 (see H. Doc. No. 91-51).

On February 4, 1969, the Senate, by a vote of 34–47, defeated a resolution (S. Res. 82) proposing to disapprove the President's recommendations. On February 5, 1969, the House Rules Committee voted to table a resolution (H. Res. 142) providing for the adoption of a resolution (H.Res. 133) which was before the Post Office and Civil Service Committee, proposing to disapprove the President's recommendations.

Since neither House adopted a resolution of disapproval, the President's recommendations became effective in February and March 1969, as applicable for each group of officials after the end of the 30-day period following the submission of the President's recommendations.

Fiscal Year 1973

The appointment of the members to the Commission for fiscal year 1973 was not completed until December 11, 1972, too late for the Commission to conclude a review and formulate a report to the President in time for him to include recommendations in his budget presentation in January 1973.

The Commission's report was submitted to the President late in June 1973, and the President's recommendations were submitted to the Congress with the budget on February 4, 1974 (see p. 1030, Appendix to Fiscal Year 1975 Budget.)

The President's recommendations were vetoed upon adoption of Senate Resolution 293 on March 6, 1974, by a vote of 71 to 26. House Resolution 807, disapproving the President's recommendations was reported to the House on March 4, 1974 (H. Rept. 93–870) but was not acted on by the House.

Fiscal Year 1977

The Commission's study and recommendations for fiscal year 1977 were submitted to the President on December 2, 1976, and the President, in turn, submitted his recommedations to the Congress with his budget message on January 17, 1977 (see H. Doc. No. 95–47). On February 1, 1977, the Senate, by a vote of 56–42, tabled an amendment to a resolution (S. Res. 4) which proposed to disapprove the President's recommendations. On February 16, 1977, a special Ad Hoc Subcommittee on Presidential Pay Recommendations of the Committee on Post Office and Civil Service of the House met and voted: (1) by a record vote of 1–4, not to approve for full committee consideration House Resolution 201 (disapproving all of the President's recommendations); (2) by a voice vote, not to report House Resolution 152 (disapproving Members' pay increases only); (3) by a record vote of 1–4, not to report House Resolution 201, without recommendation, to the full committee; and (4) by a voice vote, to table all House Resolutions similar to House Resolution 201 and House Resolution 152.

Since neither House adopted a resolution of disapproval, the President's recommendations became effective in February and March 1977, as applicable for each group of officials after the end of the 30-day period following the submission of the President's recommendations. On June 29, 1977, the House, by a record vote of

181-241 (Roll No. 393) defeated an amendment which would have, in effect, repealed the March salary increases.

Fiscal Year 1981

The Commission's study and recommendations, for fiscal year 1981 were submitted to the President in December 1980, and the President, in turn, submitted his recommendations to the Congress on January 9, 1981 (H. Doc. No. 97-6). On March 12, 1981, the House, by voice vote, agreed to House Resolution 109, expressing the sense of the House with respect to the pay recommendations of the President. The sense of the House was that the recommendations should not be approved. The same day, the Senate considered four resolutions with respect to the President's recommendations as follows: (1) by 93 yeas, agreed to Senate Resolution 89, disapproving the recommendations of the President with respect to Members of Congress; (2) by 91 yeas to 3 nays, agreed to Senate Resolution 90, disapproving the recommendations of the President with respect to certain positions in the legislative branch; (3) by 87 yeas to 8 nays agreed to Senate Resolution 91, disapproving the recommendations of the President with respect to certain positions in the judicial branch; and (4) by 86 yeas to 7 nays agreed to Senate Resolution 92, disapproving the recommendations of the President with respect to offices and positions under the Executive Schedule.

Fiscal Year 1985

The appointment of members to the Commission for fiscal year 1985 was not completed in time to permit the Commission to conduct a review and formulate a report to the President in time for him to include it in his budget presentation in February 1985. In July, 1985, the Commission did report to the President. The Commission did not recommend any changes in salary rates. Rather the Commission recommended changes in the procedure by which future recommendations would be considered, and the appointment of a "one/time committee" to make recommendations once the procedural changes were enacted into law.

Fiscal Year 1987

Section 135 of Public Law 99-190 (discussed above) provided for the convening of an "Interim Commission" in fiscal year 1987. That Commission's study and recommendations were submitted to the President on December 15, 1986, and the President, in turn, submitted his recommendations to the Congress with his budget message on January 5, 1987 (see H. Doc. 100-11). On January 29, 1987, the Senate, by a vote of 88-6, agreed to S.J. Res. 34, disapproving the recommendations of the President. On February 3, 1987, an Ad Hoc Task Force on Presidential Pay Recommendations of the Committee on Post Office and Civil Service by a record vote of 0-5 failed to approve S.J. Res. 34 for full committee consideration. Similar bills and resolutions relating to the President's pay recommendations were disapproved by a 0-5 vote.

Since both the House and Senate did not agree to a joint resolution disapproving the President's recommendations, those recommendations became effective in February and March, as applicable, after the of end of the 30-day period following submission of the President's recommendations.

Fiscal Year 1989

The Commission's study and recommendations for fiscal year 1989 were submitted to the President on December 15, 1988, and the President, in turn, submitted his recommendations to the Congress with his budget message on January 9, 1989 (see H. Doc. 101-21). On February 7, 1989, the House, by a vote of 380-48, agreed to H.J. Res. 129, disapproving the pay recommendations of the President. On the same date the Senate, by a vote of 94-6, also agreed to H.J. Res. 129. The President signed H.J. Res. 129 on February 7, 1989 (Public Law 101-1).

EXECUTIVE SALARY COST-OF-LIVING ADJUSTMENT ACT

(PUBLIC LAW 94-82, AUGUST 9, 1975)

This Act provides annual (generally October 1 of each year) automatic adjustments in the rates of pay of executives by amounts rounded to the nearest multiple of $100, equal to the percentage of such rates of pay which corresponds to the overall average percentage of the annual comparability adjustments in the rates of pay under the General Schedule (5 U.S. Code 5305). The annual adjustments apply to the rates of pay for Members of Congress, judges, positions under the Executive Schedule, and other top positions in the executive, legislative, and judicial branches.

OCTOBER 1, 1975

Overall average increase of 5 percent, House Document 94-233, Executive Order 11883, October 6, 1975.

OCTOBER 1, 1976

Pursuant to Public Law 94-82 and Executive Order 11941, October 1, 1976, the rates of pay of the principal officials of the executive, legislative and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 4.83 percent—the overall average percentage increase in the rates of pay under the General Schedule. However, under the Legislative Branch Appropriation Act 1977, Public Law 94-440, approved October 1, 1976, funds were not available to pay the salaries of these principal officials at rates in excess of the rates which were in effect on September 30, 1976. The positions involved are those referred to in section 225(f) of the Federal Salary Act of 1967 (2 U.S.C. 356), such as the Vice President, Members of Congress, judges, positions under the Executive Schedule and certain other specific legislative positions. The Comptroller General ruled that the language contained in the legislative appropriation act did not suspend the operation of Public Law 94-82 and, thus, was not a limitation on the *rates of pay* established thereunder. However, the language did prohibit the use of fiscal year 1977 funds to pay salary increases to the principal officials of the executive, legislative and judicial branches. Therefore, while the legal rates of pay for these positions increased, the principal officials continued to be paid at the salary rates that were in effect on September 30, 1976. On December 15, 1980, the Supreme Court ruled that with respect to judges, since the appropriation act limitation became law on the first day of the fiscal year, by which time the judges' salary increases had already taken effect, it purported to repeal a salary increase already in force and thus "diminished" the compensation of Federal judges in violation of the Compensation Clause of the Constitution of the United

States (Art. III, § 1). Appropriate back pay was ordered. *(United States v. Will)*

OCTOBER 1, 1977

There was no adjustment in October 1977, because of the enactment of Public Law 95-66. That law provided that the first comparability adjustment which would be made after its enactment pursuant to the Executive Salary Cost-of-Living Adjustment Act would not take effect. The effect of this legislation was to deny the anticipated October 1977 pay comparability adjustment to the Vice President, Members of Congress, Federal judges and justices, executive branch officials under the Executive Schedule, and certain other officials in the legislative and judicial branches whose pay is established under section 225 of the Federal Salary Act of 1967 (Public Law 90-206).

OCTOBER 1, 1978

Pursuant to Public Law 94-82 and Executive Order 12087, October 7, 1978, the rates of pay of the principal officials of the executive, legislative and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 5.5 percent—the overall average percentage increase in the rates of pay under the General Schedule. However, under the Legislative Branch Appropriation Act, 1979, Public Law 95-391, approved September 30, 1978, funds were not available to pay the salaries of these positions at rates in excess of the rates which were in effect on September 30, 1978. With respect to the effect of the appropriation act limitation, see the discussion on the previous page concerning the October 1, 1976 increase.

OCTOBER 1, 1979

Pursuant to Public Law 94-82 and Executive Order 12165, October 9, 1979, the rates of pay of the principal officials of the executive, legislative and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 7 percent—the overall average percentage increase in the rates of pay under the General Schedule. However, under section 101(c) of Public Law 96-86, approved October 12, 1979, funds were not available to pay the salaries of these positions at rates which exceeded the September 30, 1978, rates by more than 5.5 percent. On December 15, 1980, the Supreme Court ruled that with respect to judges, since the appropriation act limitation became law after the first day of the fiscal year, by which time the judges' salary increases had already taken effect, it purported to repeal a salary increase already in force and thus "diminished" the compensation of Federal judges in violation of the Compensation Clause of the Constitution of the United States (Art. III § 1). Appropriate back pay was ordered. (*Will* v. *United States,* 389, U.S. 90 (1980).)

OCTOBER 1, 1980

Pursuant to Public Law 94-82 and Executive Order 12284, October 16, 1980, the rates of pay of the principal officials of the execu-

tive, legislative and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 9.1 percent—the overall average percentage increase in the rates of pay under the General Schedule. However, under section 101(c) of Public Law 96-369, approved October 1, 1980, funds were not available to pay the salaries of these positions at rates in excess of the rates which were in effect on September 30, 1980. This limitation was continued through September 30, 1981, under section 101(c) of Public Law 96-536, approved December 16, 1980 and title IV of Public Law 97-12, approved June 5, 1981. Since neither limitation was enacted prior to the beginning of the fiscal year, the salaries of Federal judges were unaffected by the limitation (see the discussion of the October 1979 adjustment).

October 1, 1981

Pursuant to Public Law 94-82 and Executive Order 12330, October 15, 1981, the rates of pay of the principal officials of the executive, legislative and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 4.8 percent—the overall average increase in the rates of pay under the General Schedule. However, under section 101(c) of Public Law 97-51, approved October 1, 1981, funds were not available to pay the salaries of these positions at rates in excess of the rates which were in effect on September 30, 1981. This limitation was continued through September 30, 1982, Public Law 97-85, approved November 23, 1981 and section 101(g) of Public Law 97-92, approved December 15, 1981. Section 141 of Public Law 97-92 did provide for partial relaxation of the limitation effective January 1, 1982. Since no limitation was enacted prior to the beginning of the fiscal year the salaries of Federal judges were unaffected by the limitation (see the discussion of the October 1979 adjustment).

October 1, 1982

Pursuant to Public Law 94-82 and Executive Order 12387, October 8, 1982, the rates of pay of the principal officials of the executive, legislative, and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 4.0 percent—the overall average increase in the rates of pay under the General Schedule. However, under section 101(e) of Public Law 97-276, approved October 2, 1982, funds were not available to pay the salaries of these positions in excess of the rates which were in effect on September 30, 1982. This limitation was continued through September 30, 1983 under section 129(a) of Public Law 97-377, approved December 21, 1982. Section 129(b) of Public Law 97-377 did provide for partial relaxation of the limitation effective December 18, 1982.

January 1, 1984

Pursuant to Public Law 94-82 and Executive Order 12456, December 30, 1983, the rates of pay of the principal officials of the executive, legislative, and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 3.5 percent—the overall average increase in the rates of pay under the

General Schedule. Subsequently, pursuant to Public Law 98-270 and Executive Order 12456, May 23, 1984, rates of pay were increased an additional 0.5 percent, retroactive to January 1, 1984. Pursuant to section 140 of Public Law 97-92, approved December 15, 1981, the salaries of Article III judges were excluded from the annual comparability adjustment. Section 140 prohibits the obligation or expenditure of funds to increase the salary of Article III judges without a specific congressional authorization. Subsequently, pursuant to section 2207 of Public Law 98-369, July 18, 1984, judges salaries were increased by 4.0 percent, retroactive to January 1, 1984.

Pursuant to Public Law 98-51, July 14, 1983, the disparity between the rates of pay prescribed by Public Law 94-82 and the lesser rate payable to the principal officials of the executive, legislative, and judicial branches (those positions referred to in section 225(f) of the Federal Salary Act of 1967 (2 U.S.C. 356)) because of the effect of limitations on appropriations was eliminated. Section 304 of Public Law 98-51 provides that the rate of salary or basic pay prescribed by law for those positions shall be reduced to the salary or basic pay rate payable.

JANUARY 1, 1985

Pursuant to Public Law 94-82 and Executive Order 12496, December 28, 1984, the rates of pay of the principal officials of the executive, legislative, and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 3.5 percent—the overall average increase in the rates of pay under the General Schedule. Pursuant to section 140 of Public Law 97-92, discussed above, the salaries of Article III judges were excluded from the annual comparability adjustment. Subsequently, pursuant to Public Law 99-88 (Supplemental Appropriations, Fiscal Year 1985), August 15, 1985, judges salaries were increased by 3.5 percent, retroactive to January 1, 1985.

JANUARY 1, 1987

Pursuant to Public Law 94-82 and Executive Order 12578, December 31, 1986, the rates of pay of the principal officials of the executive, legislative, and judicial branches were adjusted by amounts (rounded to the nearest multiple of $100) equal to 3 percent—the overall average increase in the rates of pay under the General Schedule. Pursuant to Public Law 99-591 (Continuing Appropriations, Fiscal Year 1987), enacted October 30, 1986, judges' salaries were adjusted by 3 percent, effective January 1987.

JANUARY 1, 1988

The principal officials of the executive, legislative, and judicial branches received no adjustment in January 1988 because of the enactment of Public Law 100-202. That law provided that, in fiscal year 1988, notwithstanding a 2 percent comparability adjustment mandated in the law for employees under statutory pay systems or any other law, no comparability adjustments under section 5305 of title 5, United States Code, would have the effect of increasing

rates of pay for officers and employees whose salaries were equal to or greater than the rate payable for level V of the Executive Schedule, which was $72,500. Pursuant to Executive Order 12622, rates of pay were increased by 2 percent for members of the Senior Executive Service whose rates of pay as of September 30, 1987 were less than the rate of basic pay for level V of the Executive Schedule.

JANUARY 1, 1989

Pursuant to Public Law 94–82, and Executive Order 12663, January 6, 1989, the rates of pay of certain principal officials of the executive, legislative, and judicial branches were adjusted to amounts (rounded to the nearest multiple of $100) equal to 4.1 percent—the overall average increase in the rates of pay under the General Schedule. Section 620(b)(1) of Public Law 100–440 (September 22, 1988) exempted from the increase employees whose rates of pay were equal to or greater than the rate payable for level III of the Executive Schedule which was $82,500. That section also prohibited increasing a rate of pay to a rate which exceeded the rate for level III.

July 21, 1973	$700 plus cost-of-living [1] allowance for all employees, 1973 National Agreement	Do.
July 20, 1974	$400 plus cost-of-living allowance for all employees, National Agreement	Do.
July 21, 1975	$400 plus cost-of-living allowance for all employees, 1975 National Agreement	Do.
Mar. 21, 1976	$250 plus cost-of-living allowance for all employees, 1975 National Agreement	Do.
Nov. 21, 1976	....do	Do.
July 21, 1977	$600 plus cost-of-living allowance for all employees, 1975 National Agreement	Do.
July 21, 1978	$500 plus continuation of existing $1,518 COLA (1978 National Agreement)	Do.
Nov. 4, 1978	$1,518 COLA rolled-in to basic salary (1978 National Agreement)	Do.
July 21, 1979	3 percent per annum above the basic annual salary schedule in effect as of July 20, 1979, plus cost-of-living allowance (1978 National Agreement).	Do.
July 21, 1980	$500 plus cost-of-living allowance (1978 National Agreement)	Do.
July 25, 1981	$300 plus cost-of-living allowance (1981 National Agreement)	Do.
Nov. 14, 1981	$3,619 COLA rolled-in to basic salary at the choice of all employees currently eligible for optional retirement or who will become so eligible on or before July 20, 1987.	Do.
July 24, 1982	$300 plus cost-of-living allowance (1981 National Agreement)	Do.
July 23, 1983	$300 plus cost-of-living allowance (1981 National Agreement)	Do.
July 21, 1984	2.7 percent increase per annum above the July 20, 1984, schedule plus cost-of-living allowance (1984 National Agreement).	Do.
Oct. 13, 1984	$3,619 COLA rolled into basic salary for those employees who did not elect or were not eligible for the COLA roll-in option of Nov. 14, 1981.	Do.
July 20, 1985	2.7 percent increase per annum above the July 20, 1984 schedule plus cost-of-living allowance (1984 National Agreement).	Do.
July 19, 1986	....do	Do.
July 18, 1987	2.0 percent increase per annum above the May 9, 1987, schedule plus cost-of-living allowance (1987 National Agreement).	Do.
Oct. 10, 1987	$1,643 COLA rolled into basic salary for those employees who did not elect or were not eligible for the COLA roll-in option of Oct. 13, 1984.	Do.
July 16, 1988	$250 plus COLA (1987 Nat'l Agreement)	Do.
Jan. 14, 1989	$250 plus COLA (1987 Nat'l Agreement)	Do.
July 15, 1989	$300 plus COLA (1987 Nat'l Agreement)	Do.
Jan. 27, 1990	$300 plus COLA (1987 Nat'l Agreement)	Do.
July 28, 1990	$200 plus COLA (1987 Nat'l Agreement)	Do.

[1] Cost-of-living increases: Nov. 1973, $146; May 11, 1974, $395; Nov. 9, 1974, $457; May 1975, $312; Nov. 1975, $146; May 1976, $208; Nov. 1976, $270; May 1977, $291; Nov. 1977, $291; May 1978, $312; Nov. 1978, $187; May 1979, $541; Nov. 1979, $749; May 1980, $832; Nov. 1980, $624; May 1981, $686; Nov. 1981, $395; May 1982, $167; Nov. 1982, $541; May 1983, $20; Nov. 1983, $396; May 1984, $125; Nov. 1984, $291; May 1985, $104;* Nov. 1985, $333; May 1985, $63; Nov. 1986, $166. May 1987, $312; Nov. 1987, $208; May 1988, $208; Nov. 1988, $520.

*Employees in new steps A, B, and C were not eligible to receive the general basic salary increases or cost-of-living adjustments provided for in the first year of the term of the 1984 National Agreement.

SALARY INCREASE BILLS VETOED

Bill	Amount of increase	Action taken
83d Congress, H.R. 7774	Classified employees: 5-percent increase with minimum of $170 and maximum of $440. Postal field service employees: 5-percent increase with minimum of $200 and maximum of $440.	Presidential memorandum of disapproval, Aug. 23, 1954. (Pocket veto.)
84th Congress, S. 1	Postal field service employees: 9-percent increase	Vetoed May 19, 1955. Senate sustained veto May 24, 1955.
85th Congress, H.R. 2462	Classified employees: 11-percent increase	Presidential memorandum of disapproval, Sept. 7, 1957. (Pocket veto.)
85th Congress, H.R. 2474	Postal field service employees: 12-percent average increase	Do.
86th Congress, H.R. 9883	7½ percent for all employees	Vetoed June 30, 1960. Veto overriden (Public Law 86-568).
91st Congress, H.R. 17809	Prevailing rate pay systems	Presidential memorandum of disapproval, Jan. 2, 1971.

PAY COMPARABILITY

THE FEDERAL PAY COMPARABILITY ACT OF 1970

(Public Law 91-656, 5 U.S.C. 5305-5308)

This act provides a permanent method of adjusting the rates of pay of Federal employees who are paid under the statutory pay systems—General Schedule, Foreign Service, and Physicians, Dentists, and Nurses of the Veterans' Administration. The act also authorizes adjustments to be made in the rates of pay of employees of the legislative, judicial, and executive branches of the Government of the United States and of the government of the District of Columbia (except employees whose pay is disbursed by the Secretary of the Senate or the Clerk of the House) whose rates of pay are fixed by administrative action pursuant to law, and are not otherwise adjusted by the President.

The procedure requires the President to direct such agent as he considers appropriate (normally the Director, Office of Personnel Management, the Secretary of Labor, and the Director, Office of Management and Budget) to prepare and submit to him annually a report—

That compares the rates of pay of the statutory pay systems with the pay in private industry on the basis of the annual survey of the Bureau of Labor Statistics;

That makes recommendations for adjustments in rates of pay based on comparability; and

Includes the views and recommendations of the Federal Employees Pay Council, established by this act, which is comprised of the representatives of employee organizations.

There is also established a three-member Advisory Committee on Federal Pay, an independent establishment, to assist the President in carrying out the policy of this act. This Committee shall—

Review the annual report of the President's agent;

Consider such further views and recommendations from employee organizations, the President's agent, other officials of the Government, or such experts as it may consult; and

Report its findings and recommendations to the President.

The President, after considering the report of his agent and the findings and recommendations of the Advisory Committee on Federal Pay, is required to make adjustments in the statutory rates of pay as he determines appropriate to carry out the comparability principles, effective October 1 of each year. The President is required to transmit to Congress a report of the pay adjustments he makes, together with the reports submitted to him by his agent and the Advisory Committee on Federal Pay.

Alternative Pay Proposal

If, because of a national emergency or economic conditions affecting the general welfare, the President determines it inappropriate to make the pay comparability adjustments, he shall prepare and transmit to the Congress, before September 1, an alternative pay adjustment plan. The alternative pay plan becomes effective on the first day of the first applicable pay period beginning on or after October 1. In *NTEU* v. *Reagan,* 620 F. Supp. 762 (D.D.C. 1985), the U.S. District Court for the District of Columbia upheld the President's authority under the pay comparability act to submit an alternative pay plan to the Congress. The Court ruled that the one-house legislative veto provision of the pay act, which was conceded to be unconstitutional under *Immigration and Naturalization Service* v. *Chada,* was severable from the alternative pay plan procedure.

Initial Adjustments

The 1970 act authorized the President to make the first two comparability adjustments effective the first applicable pay period commencing on or after January 1, 1971, and January 1, 1972, respectively rather than October 1 of each year, as provided for the subsequent adjustments.

January 1971

The first comparability increase under the 1970 act was placed into effect as of the first pay period after January 1, 1971, under Executive Order 11576, dated January 8, 1971.

January 1972

The President sent an alternative plan to the Congress, dated August 31, 1971 (H. Doc. No. 92-158) proposing that the January 1972 comparability increase be delayed until July 1972. On October 4, 1971, the House, by a vote of 174-207, failed to approve House Resolution 596, disapproving the alternative pay plan. The Senate did not vote on a disapproval resolution. Since the alternative plan was not disapproved by either House of Congress within the 30 calendar days of continuous session of the Congress following the submission of such plan, as permitted under 5 U.S.C. 5305 (c), the alternative plan became effective automatically.

Subsequently, section 3 of the Economic Stabilization Act Amendments of 1971 (Public Law 92-210, December 22, 1971) directed the President to place the January 1972 comparability adjustments into effect as of the first day of the first pay period which began after January 1, 1972, in amounts which would not be greater than the wage guidelines established for wage and salary adjustments for the private sector. The President placed such comparability adjustments into effect as of the first day of the first pay period beginning after January 1, 1972, under Executive Order 11637, dated December 22, 1971.

October 1972

The next comparability increase was due on October 1, 1972. On August 31, 1972, the President sent a message to the Congress (H. Doc. No. 92-349) advising that on the basis of the provisions of section 3 of the Economic Stabilization Act Amendments of 1971, he would recommend that the increases necessary to achieve comparability be paid starting January 1, 1973, rather than on October 1, 1972, in order that the Federal employees have only one pay increase during calendar year 1972. These comparability pay increases were placed into effect on the first day of the first pay period which began on or after January 1, 1973, under Executive Order 11691, dated December 15, 1972.

Subsequently, it was held in the case of *National Treasury Employees Union* v. *Richard M Nixon,* 492 F. 2d 587, that the delay to January 1973 was improper. Executive Order 11777, April 12, 1974, amended Executive Order 11691, December 15, 1972, to provide that the pay raises granted by Executive Order 11691 were to be retroactively effective to October 1972 rather than January 1973.

October 1, 1973

The President, on August 31, 1973, sent an alternative plan to the Congress (H. Doc. No. 93-140) proposing to delay the October 1973 increase until the first pay period beginning on or after December 1, 1973. On September 28, 1973, the Senate, by a vote of 72-16, approved the resolution (S. Res. 171) disapproving the President's alternative plan to delay the comparability adjustment from October 1 to December 1, 1973.

There was no action in the House on a comparable resolution. The adjustments became effective on the first day of the first pay period beginning on or after October 1, 1973, under Executive Order 11739, dated October 3, 1973.

October 1, 1974

The President, on August 31, 1974, sent an alternative plan to the Congress (H. Doc. 93-342) proposing to delay the October 1974 increase until January 1975.

On September 19, 1974, the Senate, by a vote of 64-35, approved the resolution (S. Res. 394) disapproving the President's alternative plan to delay the comparability adjustment from October 1974 to January 1975.

There was no action on a comparable House Resolution (H. Res. 1351). The adjustments became effective in October 1974, under Executive Order 11811, October 7, 1974.

October 1, 1975

The President, on August 29, 1975, sent an alternative plan to the Congress (H. Doc. 94-233) proposing a 5 percent increase in lieu of the 8.66 percent increase required to achieve comparability.

On September 18, 1975, the Senate, by a vote of 39-53, failed to approve the resolution (S. Res. 239) proposing to disapprove the President's alternative plan for a 5 percent adjustment.

On October 1, 1975, the House, by a vote of 278 to 123, voted to table the motion to discharge the Post Office and Civil Service Committee from further consideration of the resolution (H. Res. 688) proposing to disapprove the President's alternative plan. Previously, on September 25, 1975, the committee, by a vote of 8–14, defeated a motion to report House Resolution 688.

October 1, 1976

On October 1, 1976, the President issued Executive Order 11941 adjusting the rates of pay under the statutory pay systems by an average of 4.83 percent.

October 1, 1977

On September 29, 1977, the President issued Executive Order 12010 adjusting the rates of pay under the statutory pay systems by an average of 7.05 percent.

October 1, 1978

The President, on August 31, 1978, sent an alternative plan to the Congress (H. Doc. No. 95–378) proposing a 5.5 percent increase in lieu of the 8.4 percent increase required to achieve comparability. Neither House of Congress took any action to disapprove the President's alternative plan. Therefore, on October 7, 1978, the President issued Executive Order 12078 adjusting the rates of pay under the statutory pay systems by 5.5 percent.

October 1, 1979

The President, on August 31, 1979, sent an alternative plan to the Congress (H. Doc. No. 96–177) proposing a 7 percent increase in lieu of the 10.4 percent increase required to achieve comparability. Neither House of Congress took any action to disapprove the President's alternative plan. Therefore, on October 9, 1979, the President issued Executive Order 12165 adjusting the rates of pay under the statutory pay systems by 7 percent.

October 1, 1980

The President, on August 29, 1980, sent an alternative plan to the Congress (H. Doc. No. 96–367) proposing a 9.1 percent increase in lieu of the 13.5 percent increase required to achieve comparability. Neither House of Congress took any action to disapprove the President's alternative plan. Therefore, on October 16, 1980, the President issued Executive Order 12248 adjusting the rates of pay under the statutory pay systems by 9.1 percent.

October 1, 1981

The President, on August 31, 1981, sent an alternative plan to the Congress (H. Doc. No. 97–83) proposing a 4.8 percent increase in lieu of the 15.5 percent increase required to achieve comparability. Neither House of Congress took any action to disapprove the President's alternative plan. Therefore, on October 15, 1981, the President issued Executive Order 12330 adjusting the rates of pay

under the statutory pay systems by 4.8 percent. As a practical matter, the alternative plan was unnecessary. Section 1701 of the Omnibus Budget Reconciliation Act of 1981 (Public law 97-35, approved August 13, 1981) provided that the comparability increase for fiscal year 1982 could not exceed 4.8 percent.

October 1, 1982

The President, on August 26, 1982, sent an alternative plan to the Congress (H. Doc. No. 97-233) proposing a 4 percent increase in lieu of the 18.47 percent increase required to achieve comparability. Neither House of Congress took any action to disapprove the President's alternative plan. Therefore on October 8, 1982, the President issued Executive Order 12387 adjusting the rates of pay under the statutory pay systems by 4 percent.

January 1, 1984

The President, on August 31, 1983, sent an alternative plan to the Congress (H. Doc. No. 98-97) proposing a 3.5-percent increase effective in January, 1984, in lieu of the 21.51-percent increase effective in October 1983 required to achieve comparability. Neither House of Congress took any action to disapprove the President's alternative plan. Therefore, on December 30, 1983, the President issued Executive Order 12456 adjusting the rates of pay under the statutory pay systems by 3.5 percent. Subsequently, pursuant to Public Law 98-270 and Executive Order 12477, May 23, 1984, rates of pay were increased an additional 0.5 percent, retroactive to January 1, 1984.

January 1, 1985

The President, on August 30, 1984, sent an alternative plan to the Congress (H. Doc. No. 98-248) proposing a 3.5 percent increase effective in January 1985, in lieu of the 18.3 percent increase effective October 1983 required to achieve comparability. Subsequently, pursuant to Executive Order 12496, December 28, 1984, rates of pay were adjusted by 3.5 percent. The President's authority to effect an adjustment pursuant to his alternative pay plan provisions of the pay comparability act was upheld by the U.S. District Court for the District of Columbia in *NTEU* v. *Reagan,* 692 F. Supp. 762 (D.D.C. 1985). The Court ruled that the one-house legislative veto provision of the pay act, which was conceded to be unconstitutional under *Immigration and Naturalization Service* v. *Chada,* 462 U.S. 919, 103 S. Ct. 2764 (1983), was severable from the alternative pay plan procedure.

October 1, 1985

The President, on August 29, 1985, sent an alternative plan to the Congress (H. Doc. No. 99-101) proposing no change in the rates of pay under the statutory pay systems. The President's pay advisors had reported that an increase averaging 19.15 percent would be required to achieve comparability.

JANUARY 1, 1987

The President, on August 28, 1986, sent an alternative plan to the Congress (H. Doc. No. 99-262) proposing a 2 percent increase effective in January 1987, in lieu of the 23.79 percent increase effective in October 1986 required to achieve comparability. Subsequently, pursuant to section 144 of Public Law 99-591 and Executive Order 12578 rates of pay under the statutory pay systems were increased by 3 percent effective in January 1987.

JANUARY 1, 1988

The President, on August 28, 1987, sent an alternative plan to Congress (H. Doc. No. 100-103) proposing a 2 percent increase effective in January 1988, in lieu of the 23.74 percent increase effective in October 1987 required to achieve comparability. Subsequently, pursuant to section 110 of the Public Law 100-202 and Executive Order 12622 rates of pay under the statutory pay systems were increased by 2 percent effective in January 1988. Section 108 of Public Law 100-202 exempted from the increase employees whose salaries were equal to or greater than the rate payable for level V of the Executive Schedule, which was $72,500. Section 108 of Public Law 100-202 also limited the rate of pay payable to employees receiving increases to the rate for level V of the Executive Schedule.

JANUARY 1, 1989

The President, on August 30, 1988, sent an alternative plan to Congress (H. Doc. 100-227) proposing a 4.1 percent increase effective in January 1989, in lieu of the 26.28 percent increase effective in October 1988 required to achieve comparability. Subsequently, pursuant to section 620 of Public Law 100-440 and Executive Order 12663, the rates of pay under the statutory pay systems were increased by 4.1 percent effective in January 1989. Section 620(b)(1) of Public Law 100-440 exempted from the increase employees whose rates of pay were equal to or greater than the rate payable for level III of the Executive Schedule ($82,500) and prohibited increasing a rate of pay to a rate which exceeded the rate for level III. Consequently, the "scheduled" rates for GS-16, step 9, and GS-17, step 4, were increased to the $82,500 limit, and there was no increase in the "scheduled" rates for GS-17, step 5, and GS-18.

PART III.—RETIREMENT ANNUITY ADJUSTMENTS

CIVIL SERVICE RETIREMENT ANNUITY ADJUSTMENTS

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
Apr. 1, 1948	25.0	Annuity formula liberalized for future retirees, automatic survivor annuity protection provided, and those already retired given option of (*a*) the lesser of 25 percent or $300 increase, or (*b*) retention of present annuity and 50 percent surviving widow's annuity, up to $600. Average annuity was only about $1,200.	80-462, Feb. 28, 1948.
Sept. 1, 1950		Annuitants on the rolls before Apr. 1, 1948, were given the option of increases provided by Public Law 80-426, or survivor benefits if they had not chosen it in 1948.	81-601, July 6, 1950.
Sept. 1, 1952	25.0	Temporary cost-of-living increase of $36 for each 6-month period on retired rolls, with a maximum increase of the lesser of 25 percent or $324 and no annuity to be increased beyond $2,160. Average annuity was under $1,400.	82-555, July 16, 1952.
Oct. 1, 1954		Temporary increase under Public Law 82-555 made permanent. The maximum ceiling of $2,160 was made inoperative as to any portion of a benefit purchased by voluntary contributions.	83-747, Aug. 31, 1954.
Oct. 1, 1955	12.0	If annuity commences between:	84-369, Aug. 11, 1955.

	Annuity not in excess of $1,500 shall be increased by (percent)—	*Annuity in excess of $1,500 shall be increased by (percent)—*
Aug. 20, 1920–June 30, 1955	12	8
July 1–Dec. 31, 1955	10	7
Jan. 1–June 30, 1956	8	6
July 1–Dec. 31, 1956	6	4
Jan. 1–June 30, 1957	4	2
July 1–Dec. 31, 1957	2	1

Maximum annuity increase subject to ceiling of $4,104. The percentage increases in annuities were correlated to give recognition to salary increase provided from and after March 1955. Majority of annuities were $1,500 or less.

CIVIL SERVICE RETIREMENT ANNUITY ADJUSTMENTS—Continued

Effective date	Average increase (percent)	Amount of increase	Public law and date approved
Aug. 1, 1958	10.0	Cost-of-living annuity of 10 percent, not to exceed $500 for any retiree, or $250 for survivor. Applied to (*a*) retirees and survivors who, on Aug. 1, 1958, received, or were entitled to receive, annuities based on service which terminated before Oct. 1, 1956; and (*b*) all survivors subsequently granted annuities based on service of retirees qualifying for 1958 increases.	85-465, June 25, 1958.
Jan. 1, 1963	5.0	An increase of 5 percent for those receiving an annuity on Jan. 1, 1963	87-793, Oct. 11, 1962.
		The annuity shall be increased by (percent)	
		If the annuity commences between:	
		Jan. 2-Dec. 31, 1963 — 4	
		Jan. 1-Dec. 31, 1964 — 3	
		Jan. 1-Dec. 31, 1965 — 2	
		Jan. 1-Dec. 31, 1966 — 1	
		A cost-of-living provision for automatic adjustment of annuities when Consumer Price Index has risen at least 3 percent.	
Dec. 1, 1965	7.3	An increase of 11.1 percent if annuity commencing date was on or before Oct. 1, 1956, 6.1 percent if thereafter but not later than Dec. 1, 1965; $10 per month or 15 percent, whichever is lesser, for pre-1948 widows. Preserved cost-of-living feature, but geared to a more sensitive monthly indicator.	89-205, Sept. 27, 1965.
		Extended the increase provided by Public Law 89-205 to employees retiring no later than Dec. 30, 1965.	89-314, Nov. 1, 1965.
Sept. 1, 1966	10.0	An increase of 10 percent in annuities of widows or future widows of employees who died or retired prior to Oct. 11, 1962.	89-504, July 18, 1966.

Jan. 1, 1967	3.9	Automatic cost-of-living adjustment	5 U.S.C. 8340.
May 1, 1968	3.9	do	5 U.S.C. 8340.
Mar. 1, 1969	3.9	do	5 U.S.C. 8340.
Nov. 1, 1969	5.0	do	5 U.S.C. 8340.
Aug. 1, 1970	5.6	do	5 U.S.C. 8340.
June 1, 1971	4.5	do	5 U.S.C. 8340.
July 1, 1972	4.8	do	5 U.S.C. 8340.
July 1, 1973	6.1	do	5 U.S.C. 8340.
Jan. 1, 1974	5.5	do	5 U.S.C. 8340.
July 1, 1974	6.4	do	5 U.S.C. 8340.
Aug. 1, 1974	5.5	An increase of $240 for retirees and $132 for surviving spouses whose separation occurred before Oct. 21, 1969, and minimum annuities.	93-273, Apr. 26, 1974.
Jan. 1, 1975	7.4	Automatic cost-of-living adjustment	5 U.S.C. 8340.
Aug. 1, 1975	5.1	do	5 U.S.C. 8340.
Mar. 1, 1976	5.4	do	5 U.S.C. 8340.
Mar. 1, 1977	4.8	do	5 U.S.C. 8340.
Sept. 1, 1977	4.3	do	5 U.S.C. 8340.
Mar. 1, 1978	2.4	do	5 U.S.C. 8340.
Sept. 1, 1978	4.9	do	5 U.S.C. 8340.
Mar. 1, 1979	3.9	do	5 U.S.C. 8340.
Sept. 1, 1979	6.9	do	5 U.S.C. 8340.
Mar. 1, 1980	6.0	do	5 U.S.C. 8340.
Sept. 1, 1980	7.7	do	5 U.S.C. 8340.
Mar. 1, 1981	4.4	do	5 U.S.C. 8340.
Mar. 1, 1982	8.7	do	5 U.S.C. 8340.
Apr. 1, 1983	3.9	do	5 U.S.C. 8340.
Jan. 1, 1985	3.5	do	5 U.S.C. 8340.
Jan. 1, 1987	1.3	do	5 U.S.C. 8340.
Jan. 1, 1988	4.2	do	5 U.S.C. 8340.
Jan. 1, 1989	4.0	do	5 U.S.C 8340.

NOTE:—See discussion of annual adjustments for annuities under the Federal Employees' Retirement System on p. 49.

Cost of Living Adjustments in Annuities

5 U.S.C. 8340

Under section 201 of the Omnibus Budget Reconciliation Act of 1983, Public Law 98-270, effective April 18, 1984, cost-of-living adjustments for civil service annuities were made effective December 1 of each year to be paid January 1. The adjustment is equal to the percentage change in the Consumer Price Index (CPI) of the third quarter of the then current year over the CPI for the third quarter of the preceding year. As a result, there was no cost-of-living adjustment in fiscal year 1984. This change in the cost-of-living adjustment mechanism is the most recent in a series of changes each of which was intended to reduce the costs of the Civil Service Retirement System.

Section 1306 of Public Law 94-440 (Legislative Branch Appropriation Act, 1977), approved October 1, 1976, amended the cost-of-living provisions of the civil service retirement law (5 U.S.C. 8340(b)) in two major respects. The amendment eliminated the 1 percent that was added to each cost-of-living adjustment and established a new method of adjusting civil service retirement annuities. Under the new procedure, the Office of Personnel Management was required, in January and July of each year, to determine the percent change in the Consumer Price Index over the preceding 6-month period. If a rise in the price index has occurred, each annuity is increased, effective March 1 in the case of the January determination and September 1 in the case of the July determination, by the percent change, adjusted to the nearest one-tenth of 1 percent. This twice-a-year adjustment mechanism was annualized in 1981. Section 1702 of the Omnibus Budget Reconciliation Act of 1981 (Public Law 97-35) eliminated all future September adjustments.

Section 301 of the Omnibus Budget Reconciliation Act of 1982, Public Law 97-253, approved September 8, 1982, provided special rules for cost-of-living adjustments in fiscal years 1983, 1984, and 1985. First, section 301 provided that payment of civil service retirement cost-of-living adjustments which occur under section 8340 of title 5, United States Code, would be delayed one month in each of calendar years 1983, 1984, and 1985. Adjustments would be payable April 1 of each year. Under section 301, adjustments would be payable May 1, 1983, June 1, 1984, and July 1, 1985. These provisions relating to the delay of cost-of-living adjustments were superseded by section 201 of Public Law 98-270, discussed above.

Prior to October 1, 1976, section 8340(b) of title 5, United States Code, provided that whenever the price index increased by at least 3 percent over the index for the month used as the base for the most recent cost-of-living increase, and remained at or exceeded 3 percent for 3 consecutive months, each annuity would be increased by an amount equal to the highest percentage rise in the index during the 3 consecutive months, plus an additional 1 percent. The annuity increases became effective on the first day of the third month following the 3-consecutive-month period. That procedure for providing cost-of-living adjustments resulted from several amendments to the civil service retirement provisions.

The 1962 amendment to the Civil Service Retirement Act (Public Law 87-793; 76 Stat. 869) provided that whenever the Consumer Price Index of the Bureau of Labor Statistics rose by an average of 3 percent or more for a full calendar year above the average base year, a comparable percentage increase in retirees' annuities would become effective on April 1 of the following year. If the increase in the Consumer Price Index was not 3 percent, the Civil Service Commission had to wait until the following January 1 for another determination.

The 1965 amendments to the Civil Service Retirement Act (Public Law 89-205; 79 Stat. 840) geared cost-of-living adjustments to a more sensitive monthly indicator instead of the average calendar year indicator. These amendments provided that whenever the Consumer Price Index rose 3 percent or more for 3 consecutive months, annuities would be increased by the highest percentage during such 3 months with the increase taking effect on the first day of the third month following the 3-consecutive-month period.

Section 204 of Public Law 91-93 (83 Stat. 139) amended the cost of living provisions of law to include an additional 1 percent adjustment when each cost-of-living adjustment was made. The additional 1 percent adjustment feature was added to take into account the 5-month period which elapsed between the initial month in which the Consumer Price Index rose by 3 percent over the previous base month and the month in which the increase was reflected in the annuity check.

The Federal Employees' Retirement System Act of 1986 (Public Law 99-335, approved June 6, 1986), established a retirement system for those Federal employees covered by social security. Annuities provided under that System are adjusted annually to reflect increases in the Consumer Price Index in the same manner as annuities under the Civil Service Retirement System except that: (1) generally, annuities of annuitants under age 62 are not adjusted; (2) if the increase in the CPI exceeds 2 percent but is less than 3 percent, annuities are adjusted by 2 percent; and (3) if the increase in the CPI is 3 percent or greater, annuities are adjusted by the amount of the increase less 1 percent.

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